

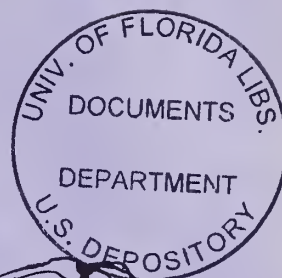
the

september 1973



# HALLMARK

united states army security agency



**VD**

IS FREE  
BUT  
CAN YOU  
AFFORD IT?



**ASA  
A YEAR  
IN  
REVIEW**

**SEE  
WHAT OPMS  
HAS TO  
OFFER**

**THE  
NSA/CSS  
CIVILIAN  
CAREER  
PROGRAM**

## Dialogue

### Do We Need More Controls?

Venereal Disease has been called by some authorities "the modern epidemic"; while some people, not so well informed, refuse to admit that the VD rate is even significant enough to worry about. One individual suggested that we "forget about VD as a problem." His reason is that no more are Army people required to make up time lost from duty during treatment for VD due to the effectiveness of penicillin.

The HALLMARK sought some rank and file opinion on the best means of VD control, and asked "What additional steps could the military take to control the spread of VD?" (Three of the ideas below are from Kobra 7, Ramasun's newspaper.)

#### *Prostitution needs to be legalized. . .*

"Legalize prostitution and license the prostitutes. Require that they receive medical examinations weekly and that prophylactics are used during intercourse. Let supply and demand in a free market economy determine price and establish on post a red light district."

"Until prostitution is legalized, there are relatively few controls that would bring the problem under any significant control. The military's hands are tied unless there are adequate controls within the civilian community—free clinics and educational programs."

"The only way to control something is to sanction it." (Kobra 7)

#### *It's not up to the military. . .*

"There is nothing else that can be done on a collective level. VD is an individual problem." (Kobra 7)

"You can't do any more than is currently being done . . . you can't babysit with the guys." (Kobra 7)

"In spite of the many efforts made by the military to control VD, there will be VD problems as long as the entire society fails to come to grips with the problem. Historically, the military has probably done a superior job relative to other segments of society. This is probably due to the fact that historically the military has been sufficiently chauvinistic to view the only role of females in relation to the military as that class of persons who transfer VD to the troops. No other segment of society has been able to isolate the female role so completely. . . . It will be interesting to see what happens to the limited programs which now exist as more females come into the military. Perhaps this could be converted to the following hypothesis: As the possibility of copulation between persons (i. e. like members of a given segment of society) increase, the possibility of dealing with the consequences decreases."

#### *It's up to the commander. . .*

"Return VD to the commander as a problem instead of permitting repeaters to corrupt and lower the moral standards of many. It is axiomatic that a man must boast of his affliction and so he tends to give himself a 'don't give a darn, devil may care' attitude."

"Allow only limited access to military installations (in areas where prostitution is legal)—limiting could be done by ID card or other local control measures based on VD examinations."

"The 'commander' ultimately determines the success or failure of any program. Consequently, more emphasis should be placed on educating military officers. Currently the emphasis is placed on educational programs geared for EM when in fact the EM may already be more educated than the officer. Perhaps more important is the fact that a yearly lecture on the 'evils' of VD is not an educational program and without the support of an 'educated' commander, a genuine educational program will not be developed in any given locality."

#### *The remoteness of military posts encourages VD. . .*

"Eliminate all posts in remote areas, in particular places like Ft. Polk, LA, and Ft. Knox, KY, etc. This would provide the soldiers an opportunity to date and interact socially with a variety of women eliminating the need for emotional and sexual release in houses of prostitution. In Ft. Polk, LA, the ratio of single men to single women was 273 to 1; thus the only practical male-female relationship of necessity involved a monetary transfer."

#### *Inspections would be helpful. . .*

"Where there is no legalized prostitution, initiate close liaison with the local authorities to insure clubs and facilities frequented by military personnel meet some specified standard. Standards would be devised by the local military and civil authorities. Where prostitution is legal, have close liaison with local authorities to insure girls have frequent (weekly) VD examinations. ID cards could be noted to reflect successful examinations. Give establishments 'approved' or 'on limits' certificates."

#### *Know the clubs with the highest rates. . .*

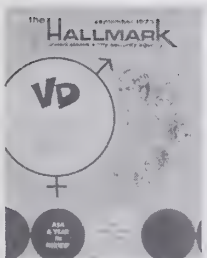
"Use of the 'Box Score' system used at Ramasun wherein a man who has contracted a case will drop the name of the establishment where he met the girl into a box. The results are published in the post newspaper and the men are made aware of the most likely places where controls are loose. The command then too can emphasize to the proprietor of the establishment that he best tighten up the VD controls of the girls who work for him."



*Published monthly in support of U.S.  
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**Our Cover**—In addition to our usual fun-filled columns, we have included four feature articles—packed with "need to know" information. September's issue also extends best wishes to ASA on its 28th Anniversary. (Cover by PV2 Sarah Jones.)

## To All Members

### United States Army

### Security Agency

The United States Army Security Agency celebrates its 28th anniversary on September 15, 1973. I am very happy to share this event with you and look forward to working with you to achieve new goals in the year ahead.

The role that this Agency plays in the security of our nation is probably more crucial today than at any other time during the last three decades. Whenever the strength of a nation's armed forces is reduced, the challenges to those remaining are all the greater, especially when the missions are constantly increasing.

It has been most gratifying to observe the devotion and complete commitment of all members of the command. Such loyal assistance and cooperation have made the past year another memorable chapter in our history, another stepping stone from which we can strive to reach the objectives of tomorrow with strong assurance that we will succeed.

I deeply appreciate your support and extend my best wishes to each of you.

*George A. Godding*  
GEORGE A. GODDING  
Major General, USA  
Commanding

Winner of 3 Blue Pencil Awards from the Federal Editors Association as one of the best Government Publications produced in 1970, 1971 and 1972.

MAJOR GENERAL GEORGE A. GODDING, CG, US Army Security Agency

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This month, the Army Security Agency enters its 29th year of service. Questions immediately arise—What has happened in ASA over the past year? Exactly what have we done and what more is there to do?

A listing of the many changes and activities encompassing ASA's work over the past year would run into volumes too lengthy for the Hallmark. But a simple phrase such as "ASA has changed from a wartime to a peacetime Army" is simply not enough.

Anything that happened in the Agency over the past year surely was significant and noteworthy; but the outstanding and novel happenings are the ones that come immediately into focus.

In late February, Major General Charles J. Denholm retired, leaving the Agency after 7½ years of distinguished service. During his last year he saw the establishment of the Central Security Service and the resultant reorganizational effect on ASA.

When Major General George A. Godding assumed command of USASA in March, he said:

"As I assume command of the United States Army Security Agency I do so with enormous pride—but also with great humility that stems from a realization of the tremendous responsibilities it entails.

"The challenge posed to us and our allies by militant communism is as real today as ever. This threat equates to a challenge to us in the Army Security Agency and necessitates the maintenance of a constant alert and surveillance to insure our country's freedom.

"Every member of the Army Security Agency can take pride in its past achievements in peace and war. So long as our ranks are filled with men and women of dedication and sense of purpose, we shall be able to meet the challenge of the future with the same effectiveness and high standards that have characterized the Army Security Agency's performance throughout its long history of service to the Army and to our country."

Our new commanding general saw ASA enter a new era. The winding down of hostilities and eventual cease fire in Vietnam had a direct effect on ASA.

On January 22, the 509th Radio Research Group was ordered by the Military Assistance Command, Vietnam, (MACV), to vacate Davis Station within 46 hours. (To say that a movement of a few hundred men in less than 2 days was a difficult task is surely an understatement.) But the ASA spirit prevailed, and 44 hours after the message was received, ASA had left Davis Station.

Only hours later, North Vietnamese and Viet Cong contingents to the Four Power Joint Military Commission moved in. It is noteworthy that Davis Station, named for the first American killed by these forces, (SP4 James T. Davis), should now house these same forces in a peace-keeping effort.

Withdrawal from Vietnam also saw the 224th Aviation Battalion inactivated. The 224th began as a small aviation section and eventually grew into a highly professional battalion.

The 146th and 138th Aviation Companies (RR) also were inactivated in February. The agreement to end hostilities in Vietnam also brought inactivation of the 175th Radio Research Field Station and the 8th Radio Research Field Station.

In another distant part of the globe sits Kagnev Station in Asmara, Ethiopia. Here ASA personnel took advantage of the low cost of living while benefiting from a variety of educational and cultural opportunities. The "13 months of sunshine" helped to keep personalities and complexions glowing. The relaxed military routine gave Kagnev an extra plus to many first termers.

But the changing needs of National Defense dictated that ASA withdraw its operations from Africa.

A change of command ceremony, presided over by MG George Godding and Navy Telecommunications Deputy Commander, Rear Admiral Kenneth G. Haynes, formalized the event as the Army took its leave and retired its colors. The July ceremony commemorated an end to a 28 year Army era.

The Navy took command, but they may have gotten more than they bargained for. Lieutenant Colonel Clarence O. Light, CO, Kagnev Station, sent the following letter to the new Naval Commander:





DEPARTMENT OF THE ARMY  
Headquarters, Kagnew Station  
APO New York 09843

IAFJ

SUBJECT: Transfer of Arabian Horse, Assab II

Commander  
USNAVCOMSTA, Asmara  
APO New York 09843

1. On 20 July 1970, the then Governor General of Eritrea, His Highness Ras Asrate Kassa, presented an Arabian stallion, Assab II, to the Commanding Officer, Colonel Russell B. Jones, Jr. Upon his departure from Kagnew Station, Colonel Jones officially transferred the horse to me as the new Commander.

2. On the eve of my own departure from Asmara, I hereby transfer to you as the forthcoming Commander of Kagnew Station all my right, title, and interest in the horse described in the first paragraph hereof.

3. In the event that you should not personally wish to ride the horse or maintain him, I understand that Mr. Norman Leonhardt has agreed to make arrangements to stable the horse in the Bar M Stables in exchange for the right to use him. Of course, if you should decide to use the horse yourself, you may do so at any time and assume responsibility for his maintenance.

4. It has been my understanding that, because of the nature and terms of the gift, the horse should not under any circumstances be sold, but transferred to the next Commander of Kagnew Station.

In the event that there is no such new Commander when you depart, I would suggest that the horse be transferred to an appropriate official at the United States Consulate.

CLARENCE O. LIGHT, JR.  
LTC, QMC  
Commanding

All of the discussion about drawdown, deactivation and transfer of ASA soldiers and equipment, brings up the question of what ASA is doing *now*.

The reorganization of the Army and overall Army troop drawdown had its effect on ASA. ASA now supports a lean, mean program. Change from a wartime to a peacetime effort generates a new outlook. Among other things, there is an increased emphasis on Reserve training.

The new Army system dictates that there be a larger authorized strength in the ASA Reserve tactical units than in authorized ASA active duty tactical units.

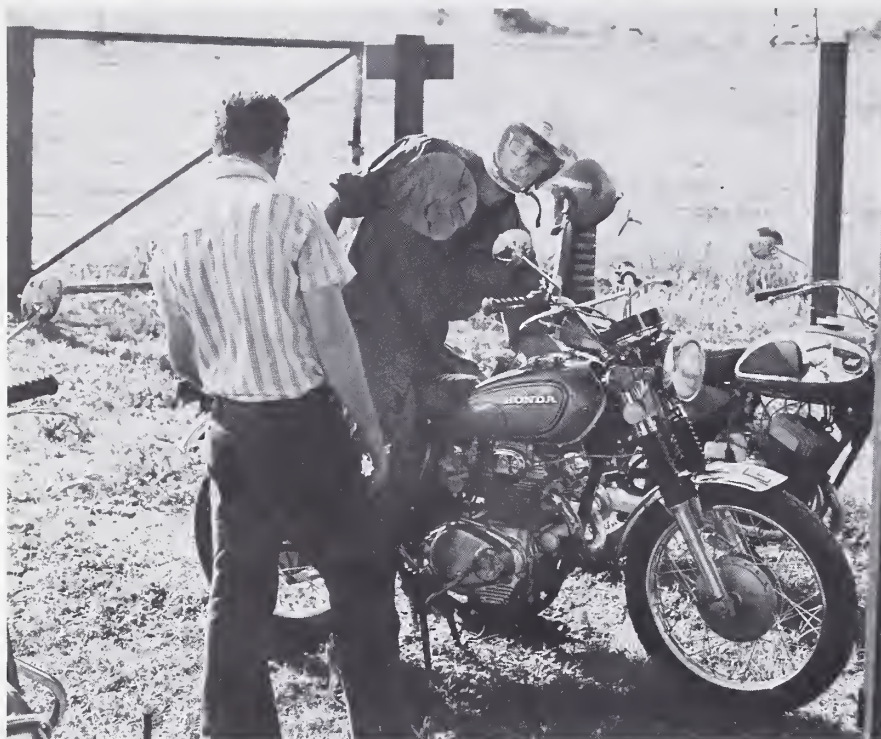
Also a part of new strength authorizations, is the

establishment for the first time, of an ASA Reserve Aviation Company.

Technological developments throughout the year led to an increased dependency on automatic data processing. ADP concepts in ASA richly enhance accuracy and timeliness in a variety of missions.

The total philosophy of ASA in the past year and in future years stresses training and readiness. Exercises such as Reforger, Gallant Hand, Exotic Dancer and Brave Shield were representative of the many ways ASA proved it could accept challenges and perform beyond expectations.

HAPPY ANNIVERSARY ASA



## Ramasun's Free Spirited, Free Wheelin' Guys

**M**otorcycling is great. It's invigorating, exciting and adventurous. There's nothing quite like buzzing along a deserted road with the wind blowing in your face, and making just the right turn around that tricky corner.

This same thrill has been experienced by cycling enthusiasts for almost a hundred years. Edward Butler, an Englishman, built the first motor tricycle in 1884. The first motorcycle to appear publicly was built later that year by Gottlieb Daimler.

But it wasn't until the end of the 19th century that enthusiasm for cycling began to increase.

Only tough guys who wear black leather jackets with fringe on the front, swastikas on the back and switchblades in their pockets ride motorcycles. Right? Wrong.

Doctors and dentists ride them.

Plumbers and preachers ride them. And so do mothers and fathers and even grandmothers. College kids and career girls ride them. And so do members of the Ramasun Motorcycle Safety Club.

Everyone at the 7th Radio Research Field Station in Thailand who owns a cycle and wants to ride it has to join the club. It's not a dictatorship for the sake of power: it's just

a means of promoting motorcycle safety.

All new members must pass a cycle road-handling test before they are allowed individual cycling freedom. The test consists of two figure eights (no feet are to touch the ground), a forty kilometer per hour panic stop (without falling), a two foot ramp jump, and a slow speed, opposite direction circuit around the dirt track.

Members of RMSC are enthusiastic cyclists who like to promote and encourage safe riding. Rules of the club are enforced by an executive board, which consists of three elected members and one club advisor who is appointed by Ramasun's Commanding Officer.

The board knows that one of the most attractive aspects of motorcycle riding is freedom. Chances of having an accident are extremely slight when this freedom is combined with a complete knowledge of the safest way to handle the two wheeled machine.

"Be cautious" and "Drive defensively" are two good safety rules which bring great results. Ramasun's Motorcycle Safety Club's adherence to these principles helped them achieve an outstanding record of 2½ million fatality-free miles.

The club enforces strict safety rules. Any violator of the club's safety rules will have his registration temporarily suspended. All violators must meet with the board to discuss the violation. The board keeps close watch not only on individual members, but on the safety record of the club as a whole. The club, too, can be reprimanded and even lose its privileges for a period of time. This way, all members know the importance of the rules of the road and the club. They learn that safe riding is what makes motorcycling fun.

### PRIVATELY OWNED MOTOR VEHICLES ASA WORLD WIDE

TYPE	TOTAL NUMBER	OPERATORS UNDER 25	
AUTOMOBILES .....	11,690	4,902	42 %
MOTORCYCLES .....	814	504	62 %
USASA TOTAL .....	12,504	5,406	43 %





**New promotion pay system**—The Department of the Army has announced a plan whereby enlisted personnel in grades E-5 through E-9, warrant officers in grades CW3 and CW4, and commissioned officers in the grade of Captain through Colonel will receive their promotions on the first of the month for pay purposes. This new plan will go into effect on September 1, 1973. As a result of this change, personnel listed in the above grades will receive a monetary benefit from one to thirty days earlier than before. The new system should also reduce the administrative workload and pay errors aggravated by different promotion dates.

Personnel in grades not listed above will continue to be paid on effective date of promotion.

Officers promoted effective October 1, 1973, will be assigned dates of rank throughout the month of September; relative seniority will be maintained as dates of rank are determined under this system. For transition purposes, officers promoted effective September 1, 1973, will be assigned dates of rank between August 16-31.

Individuals who are selected by DA standby advisory boards whose promotions are past due at the time of selection as well as those whose promotions are delayed pending administrative processing will be promoted as soon as possible after the action has been approved. The effective date of the promotion will be as specified in the promotion order and date of rank will be the same as those of his contemporaries. Such individuals may apply to the Army Board for Correction of Military Records to obtain any pay and allowances that may be due because of the delayed promotion.



**Missing money?** Maybe the US Army Finance Support Agency has it. They're not greedy, but when a service member neglects to inform the finance office of his new address, checks are often returned.

They now have more than 11,000 US Savings Bonds which were returned because the service member gave an erroneous address or he moved and didn't submit a change of address slip.

A program has been established to obtain the unit addresses for these bonds and remail them, but it's possible that all addresses cannot be obtained.

If you're missing a bond, your best bet would be to contact the US Army Finance Support Agency, and let them know where you are.

**Survivor Benefit Plan**—September 20, 1973, is the deadline for a military retiree to elect to participate in the new SBP.

Any military member who retired before September 21, 1972, must indicate his plans to participate in the SBP by

September 20. The retiree can purchase an annuity for his dependents through paycheck deductions.

Eligible retirees should have received information about the program in the mail. Anyone who has not received this information can contact the service department from which he receives his retired pay.



**Collect stamps?** The Food Stamp Program was established by the Department of Agriculture and state and county agencies to stretch food dollars and better family diets through rational planning and spending.

Individuals who qualify for the program can buy stamps from local Human Resources departments. Officials there will determine which families qualify for food stamps and how many food stamps can be purchased.

Officials at Human Resources locations use established scales to determine eligibility. Basically, a family of two whose net income is under \$240 and a family of three whose net income is less than \$313 may be eligible. Soldiers in the lower enlisted ranks with dependents could qualify.

Net income is determined by subtracting rent, utilities, medical expenses, and other expenses (such as tuition) from the monthly paycheck.

Individuals who feel they could qualify should contact the nearest Social Services Department.

**School news**—cooperation between service schools will result in more cross-training. More soldiers can expect to receive their formal schooling at Air Force and Navy schools.

The Army provided training for 8000 members of other services during FY 72. An Interservice Training Review Board has examined more than 1100 military courses in an effort to increase joint service training.

**Who pays for the United States Soldiers' and Airmen's Home?** You do, but the cost is so nominal, you probably haven't even noticed.

Enlisted soldiers have been paying ten cents a month for the 122 year old home in Northeast Washington, DC, but this amount may soon be increased to 25 cents each month.

The suggested increase, if recommended by the Home's board of commissioners, could be authorized by the Secretaries of the Army and Air Force.

When the Soldiers' and Airmen's Home was first established, servicemen had 25 cents deducted from their \$7 monthly check, but the amount was reduced to 10 cents in 1943. Increases in costs of upkeep of the home necessitate increased deductions.

## It's All Patchwork for SFC Leonard Keen

**T**he U.S. Army, seemingly as vast and diverse as an ocean, has always had its collectors—those individuals who get untold joy from gathering about themselves old patches, rank insignias, uniforms, weapons, just about anything the Army has ever used during its 200 year history.

At the Presidio of Monterey's Defense Language Institute, West Coast Branch (DLIWC) there's a collector with a whopping 1,300 distinctive insignias (those small crests worn to identify various units).

That collector is Sergeant First Class Leonard K. Keen, U.S. Army Security Agency liaison here.

Sergeant Keen was first fascinated by insignias when he saw a small collection at Ft. Devens, MA, in 1969. He started his collection with personal insignias he had worn during his 16-year military career.

"I'm by far not the greatest collector of insignias," said this month's close-up, "out of more than 14,000 insignias recognized by the American Society of Military Insignia Collectors as having been used by the military, my 1,300 is a mere pittance. Before I retire, though, I hope to have 2,000 insignias."

Since he's not a "professional" collector, SFC Keen gets his insignias in a variety of ways. "I'll take insignias from individuals, other collectors; some I'll trade and some I'll buy," the sergeant said. "Almost every military man has an old uniform tucked away somewhere with an insignia on it. That's where I get a lot of them."

Displaying 1,300 insignias might not seem too difficult a task, but that's far from the truth, said Keen. "I've devised a system that shows the insignias in a neat and orderly fashion, otherwise I'd lose track of what I have."

His insignias are separated into 12 categories—infantry, artillery, schools, divisions, etc. Each individual insignia is mounted on a two-by-three-inch piece of plexiglass. Some of the insignias are glued on the plexiglass while others are mounted in the original fashion through holes drilled by a hand drill. The insignias are then placed in rows on 27-by-44-inch

boards, with 13 rows to each board, on a red felt background. The 8½ boards SFC Keen now has make quite an impressive display.

His best looking crest is from the U.S. Army Recruiting Command—a Liberty Bell on a red, white and blue background with a silver leaf. His favorite group of insignias is that worn by the old Army Air Corps, before that service became the U.S. Air Force and abandoned the wear of distinctive insignias. He has insignias dating before World War I, some donated by a retired brigadier general.

SFC Keen stresses the fact that he'll accept insignias from anyone. "Even if I already have the insignia, I'll take the duplicate." Now that's an avid collector!

When asked what he'll do with his collection after he retires, SFC Keen could only say, "Well, my wife won't let me hang them in the living room, but they'll always be available to anyone who wants to use them for a temporary display."

Come on, Mrs. Keen—what's wrong with a living room full of insignias???

*by SSG Chuck Mull, USAF  
Defense Language Institute*

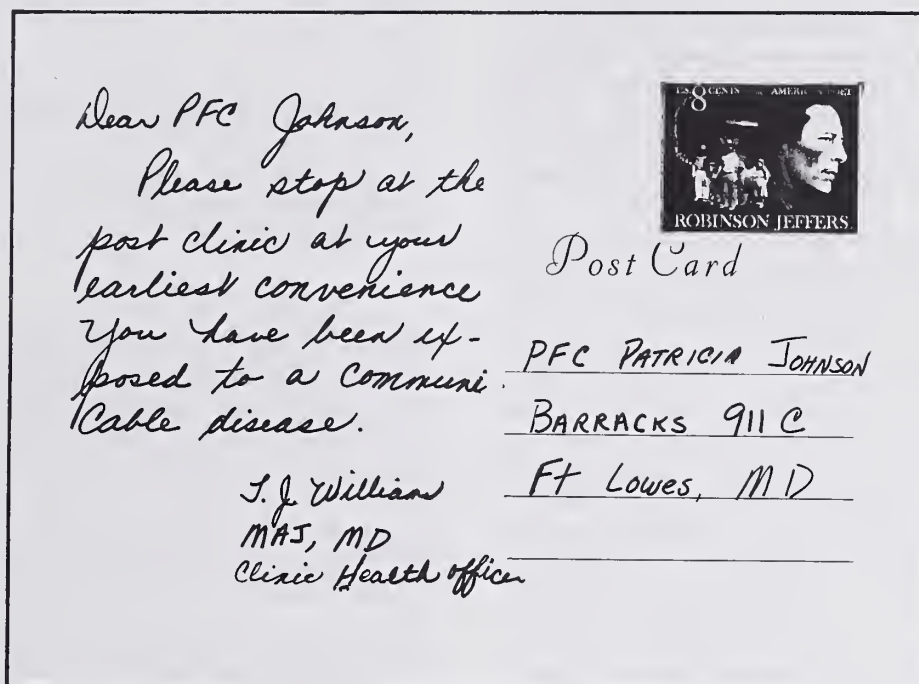


NOT EXACTLY THE 'OLD GRIND'—SFC Leonard K. Keen, USASA liaison at the Defense Language Institute, West Coast Branch drills a hole in plexiglass in preparation for mounting one of the 14,000 distinctive insignias that have been used by the military. Sergeant Keen is shown with part of his collection of 1,300 insignias. (Photo by Sgt. Steve Hawkins, USAF)



# VD is Free—But Can You Afford It?

*VD is a friendly disease . . . it will take up residence with anybody . . . as more than 800,000 U.S. men and women, in all walks of life, discovered in 1972. And if you are a teenager, or between 20 and 24 years old, you're more likely to catch—and spread—the number one communicable disease than any other age group. Want some straight talk about a serious national health hazard and what you need to know about it? Read on.*



A puzzling post card? Yes, according to Pat, who received this card in her barracks mail box. She didn't have any idea what Dr. Williams meant and she tried to remember who she had been around recently who might be sick. Since she couldn't think of anybody, Pat went to the clinic the next afternoon.

Pat: Hi, Dr. Williams, I've come about your card. What do you mean I have been exposed to a communicable disease?

Dr: Well, Pat, I'm sure you know that a communicable disease means one that can be spread from one person to another. In your case, we aren't concerned about diseases like mumps or chicken pox or anything like that. We think you may have gonorrhea.

Pat: What do you mean? Gonorrhea?—Only street walkers get that. It's a lower class disease, and I'm not that sort of person. You're wrong, there's no way I could have a venereal disease.

Dr: Pat, we don't know for sure that you have V.D., but the clinic has been advised that a boyfriend of yours has recently been treated for gonorrhea. If you do have it, we will be able to treat it. The chances of complications are slim. But first, we need to determine if you have contacted gonorrhea. An examination and test can answer that. V.D. isn't considered a low class disease any more. It has

spread to all classes and age groups. V.D. seems to be our modern epidemic. The cure is simple, painless and effective; however, the main problem lies in getting people like you to seek medical attention."

When the doctor finished the initial interview with Pat, samples were taken and a pelvic examination was done for laboratory testing. The tests revealed that Pat had gonorrhea. Although Pat was symptomless, she was still infected. Many females have no symptoms and thus, do not realize that they are V.D. victims unless it is discovered through routine visits to their gynecologist or reported to a health official by a male partner.

After receiving the lab report Dr. Williams called Pat back into his office.

Dr: Pat, lab results show that you do have gonorrhea. This disease is the most prevalent of all the venereal diseases. It is still increasing and despite modern treatments 718,401 cases of gonorrhea were reported in the United States in 1972. Contrary to popular notions, V.D. is primarily spread by amateurs, teenagers and other sexual experimenters, rather than prostitutes; so it is not surprising that many young people are turning up with the disease.

Fortunately, Pat, your infection is not very far advanced or complicated. A simple penicillin treatment

should cure you with no problems or permanent damage. In a few moments my nurse will be giving you a penicillin injection. Although this treatment should cure you quickly, we will be doing several follow-up laboratory tests during the next few weeks to be certain. For the next month, you should refrain from sexual intercourse, until we are sure your cure is complete.

*Pat:* I think I'm pretty careful. Why did I get V.D.?

*Dr:* V.D. is spread by sexual contact. Many people will try to tell you that V.D. can be caught from shaking hands, toilet seats or doorknobs, but this is almost never true. Being careful isn't enough. One must be discriminating in the choice of sex partners. Limiting your sex life, in terms of narrowing the number of people you come in contact with, should help. Know your potential partner, that is, don't let some guy pick you up on the street or in a public place and feel you are free to spend the night with him.

Now Pat, I'm going to ask for your help in trying to find out who gave you gonorrhea, and who else you may have had relations with in the past six months. But, before we discuss your contacts, I want to assure you that what you tell me will be held in strictest confidence."

Confidentiality has not always been an Army watchword for V.D. control. Prior to the close of World War II, the Armed Forces felt that V.D. was primarily a morality problem. A soldier who contracted V.D. was punished. He was reported to his commanding officer and his name was placed on a special roster. It was generally known that he was "of low moral character."

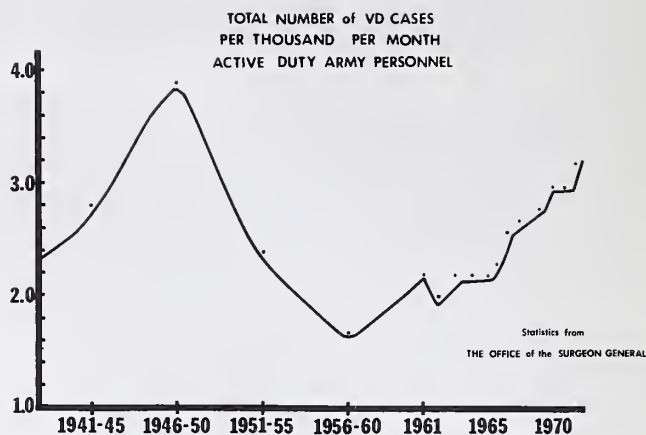
Army officials felt that a large number of V.D. cases within a unit meant that the commanding officer was not capable of controlling his troops, or exhibited a lack of leadership. An officer might sacrifice his career if his unit reports reflected extremely high V.D. rates. Understandably, the average soldier was reluctant to seek medical care on post. This situation resulted in soldiers seeking inadequate private treatment (particularly in overseas areas) or no treatment at all.

The Army has for some time taken a more realistic view of V.D. Army directives are now stressing education of the troops in recognizing the symptoms of V.D. A policy of honesty and open seeking of treatment is being employed.

"V.D. is serious business, but it should be treated just like any other disease of importance. We should not treat it as if there is some sinister implication in cases of V.D.," commented Colonel Jerome H. Greenberg, special assistant to the director of Walter Reed Army Institute of Research.

As a specialist in Preventive Medicine, he says, "Our program is based primarily on attempting to educate the troops as to what venereal disease is, how it can be prevented and the importance of early treatment if it is contacted."

The Army's reasons for V.D. control are not moralistic, but stress health practices. COL Greenberg's experience in the field shows that, "The sexual activity involved in the transmission of V.D. is going to go on." He says, "We might as well face facts. The old Department of Defense



Incidence of VD cases reached a high point during WW II. Statistics show that the present number is again rising and reaching epidemic state.

policy which stated 'It is the expressed policy of DoD to emphasize continence as a means of avoiding venereal disease' is out of date and not practical for today's soldier."

The new DoD policy (January 19, 1973) states "The proper focus of venereal disease control programs are positive actions including early and adequate treatment, case contact investigation programs, education, pastoral activities, control of prostitution and the provision of wholesome recreational opportunities."

Continuing his questioning, Dr. Williams said, "Pat, since you know that the clinic will respect your confidence, I now need to know what sexual contacts you have had in the past six months. I don't want the information for the purpose of informing these people you have V.D. or scolding you for your sexual activity. I want to emphasize that this information is confidential and it will be used only by medical doctors to locate and possibly treat these persons for gonorrhea.

*Pat:* Yes, doctor, I understand. I can remember three partners. I am seeing a Lieutenant at Ft. Deteline (1). I spent a weekend about a month ago with my boyfriend in Chicago (2), and I've also spent some time with an acquaintance in Washington, D.C. (3).

*Dr.:* Thank you. I will fill out cards on all three of your contacts. The Public Health Department will get in touch with your second and third contacts and someone from a military clinic will talk to the lieutenant, just as you were called in. Since women very rarely show gonorrhea symptoms, it is important for a sexually active woman like you to get periodic check ups."

All three of Pat's contacts were located. Contact 1 did not have recent exposure. He was not treated. Contact 2 was infected with gonorrhea. He was Pat's source of infection. Contact 3 did not have symptoms, but did have recent contact. Since he may have been incubating the disease, he was treated. The Health Department conducted investigations on all contacts named by Pat's three contacts. A chain of twenty-seven persons was discovered. Of all those



involved at this stage, twenty people were treated for gonorrhea.

After concluding Pat's interview and case work, Dr. Williams saw Jerry Morgan, a Specialist 4. Jerry was quite knowledgeable about V.D., or so he thought.

*Dr:* What can I do for you, Jerry?

*Jerry:* Nothing, Doctor. I know I have syphilis again. I realized that I was in trouble when I discovered a genital chancre about a week ago. I really don't know how long the sore has been there, since it's painless. The lab said that I had to see you before my treatment could begin, but I think that seeing you is a waste of time since I know everything I need to know about V.D. I have my knowledge from personal experience, which is probably more than you can say for your experience.

*Dr:* You're right about personal experience, Jerry, but this is one disease I think I'll pass up. You were referred to me in order that I might help you avoid getting V.D. a third time.

*Jerry:* I don't really know how I got syphilis again. I used a condom.

*Dr:* Condoms are useful protection against V.D. in theory, that is, if you use them right. They are some help against syphilis, though they only protect the part they cover. Dr. N. J. Fiumara says in the *New England Journal of Medicine*, 'The condom is effective against gonorrhea provided there is no preliminary sex play, the condom is intact before and after use, and if it is put on and taken off correctly.'

The point is that you have been reinfected with syphilis. You don't develop an immunity from V.D. and you can be reinfected. A man has a 20 to 50 percent chance of catching V.D. from a single sexual exposure to an infected partner. The chances are probably more than 50 percent that a woman will develop V.D. after a single act of intercourse with an infected man. The risks of V.D. transmission during oral-genital or anal intercourse are not known exactly, but they are probably within the range of 20 to 50 percent after one exposure. If any form of sexual intercourse occurs with an infected partner several times, the chances of developing an infection are quite high.

*Jerry:* But I'm careful and I still like my fun. It sure isn't romantic to look at a potential sex partner and think 'Does she or doesn't she—have VD?' And why bother when I have had symptoms both times and gotten treatment early? No problem!

*Dr:* But what about your sexual contacts? Most girls have no symptoms of primary syphilis. Syphilis can do a lot of damage internally before obvious symptoms do appear in the female. Yes, you can get your four penicillin injections and be back out risking exposure again, but why take the risk? Be discriminating and know your sex partners.

*Jerry:* But I do know my partners, at least for a little while. Take for example, my contacts for the last six months. I know you're going to ask me to identify them. The interviewer last time did, too. My first contact was a WAC (1) at Ft. Sam. I had relations with her maybe half a dozen times last February. Yea, it was February, because I was with her on Valentines Day. About the same time, I was also seeing a civilian girl (2) in San Antonio.

After that, I had relations with a civilian girl at Ft. Sam (3) and also picked up a girl named Joyce (4). She sat next to me on the plane into Atlanta in early May. I remember that she was real nice and we spent the night at the motel near the Atlanta airport. I never did know anything else about her, just that she was small and dark and her first name was Joyce.

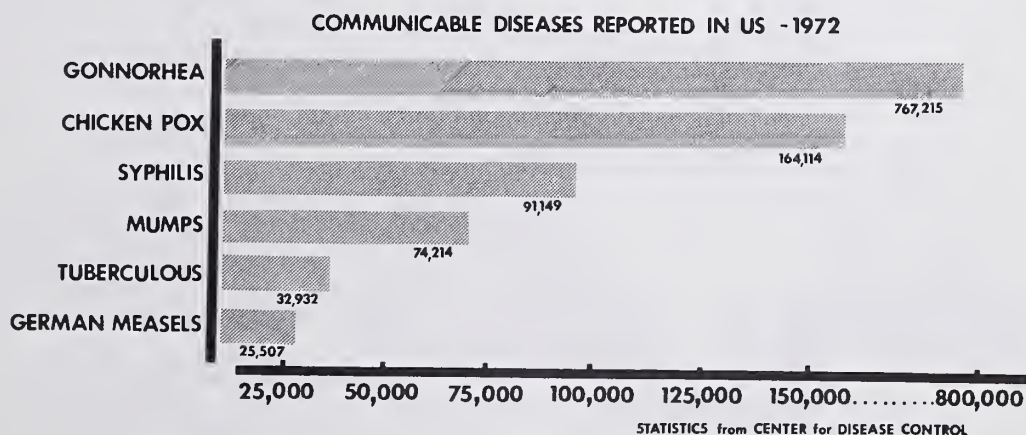
Current contacts include another girl in San Antonio (5) and a girl who works in a hospital at Ft. Worth (6). On top of that, I'm married and my wife (7) doesn't know about all these girls. If she finds out that she got syphilis from me, I'm in real trouble!

*Dr:* Are you sure that's all your contacts?

*Jerry:* I think so—it's sort of hard to remember.

*Dr:* The Public Health Department will try to contact all the civilian girls you identified. Each girl will be told that she has been exposed to primary syphilis. This information is of course confidential and the girls will not be told who exposed them. The military will contact the WAC.

*Jerry:* About my wife. Let's not tell her because I



Army policies toward VD stress education and early treatment rather than punishment, can help decrease the high spread of VD.

don't know if she has any other contacts except me. She might get awfully mad if she found out.

*Dr:* No, Jerry, we have to inform her, but I will alert the interviewer as to the circumstances and we will try to be as confidential and discreet as possible."

The Public Health Department started on the trail of Jerry's contacts. Each girl was informed that she had been exposed to primary syphilis and each underwent laboratory tests. The department was able to locate all but one of Jerry's contacts.

The WAC (1) who had been transferred to De Witt General Hospital was not infected and not treated. One of the girls in San Antonio (2) was Jerry's source of infection. She was found and treated for secondary syphilis. Contacts (3), (5) and (6) were treated. Even though

they had no physical symptoms, they were blood reactive. Joyce (4) was not located. She is quite possibly still riding planes, letting soldiers pick her up, and spreading syphilis.

Jerry's wife (7), Mary, was the object of greatest concern. She was expecting his child and had not had sexual contacts other than her husband. She was incubating primary syphilis, and was treated. Since her pregnancy was not very far advanced, it is probable that their child was not affected.

One wonders if Jerry learned anything from this experience with syphilis. Will he continue to have sex indiscriminately and become a member of the V.D. "chain-gang" again, or will he keep the chain broken? *Will the V.D. chain be broken? It's up to Jerry, Pat and YOU!*



## *What to do if you're a member of the VD chain-gang*

### **SYPHILIS**

If you have syphilis (sometimes called pox, lues, siff, bad blood, haircut or old Joe) see a doctor.

In primary syphilis, a sore called a chancre appears where the germ (spirochete) entered the body. In men, a chancre usually appears on the penis about three weeks after sex contact. In women, the chancre is internal and a woman will usually discover that she has syphilis through the information of a male partner. A chancre will go away without treatment, but germs are still active within the body.

In secondary syphilis, a rash may appear three to six weeks after the chancre. This rash is variable, but usually affects both males and females. The rash might cover the body, be in only one spot or be so slight it might pass unnoticed. Sore throat, fever or a headache might develop. Hair may fall out. After two to three weeks, all outward symptoms of syphilis will disappear without treatment. Germs are still active.

In the latent stage, all symptoms are gone. Only the blood test will be indicative of syphilis. In the fourth stage, late syphilis, a person may become insane, blind, crippled or develop heart disease. He may show deep sores on the skin or even die.

### **GONORRHEA**

If you have gonorrhea (sometimes called clap, strain, dose, the "whites," morning drip or Gc.) see a doctor.

In men, symptoms appear a few days or a week after sex relations with an infected person. Common signs are a burning pain during urination or discharge of pus from sex organs.

In women, symptoms of gonorrhea very rarely appear. She must usually wait to be told that she might have gonorrhea. Possible effects of untreated gonorrhea in both males and females include sterility, heart trouble, arthritis, blindness or death.



# Vint Hill "Farmers"

## Beat High Food Costs

*and they eat better*

**by going from this . . .**



A tasty treat—Personnel at Vint Hill taught themselves a little farming and saved money by planting vegetable gardens.

**I**t's harvest time 'down on the farm', where Vint Hill Farms Station personnel are gathering produce from 84 garden plots on the northern Virginia post.

Personnel participating in the "Back to the Farms" movement have several reasons for growing their own food. A gourmet commented that he can't always find special items in supermarkets or the commissary. Among much sought after items he grows are shallots, fresh marjoram, finger-length carrots, and quinces.

One organic gardener says she prefers fresh farm-ripened produce rather than store products, which have been 'sprayed to death' and shipped from distant parts of the country. "There is just no comparison between store produce and that picked in your own garden at the peak of perfection," she said.

The economy factor is one reason many people have turned to gardening. With the investment of 25 cents for a packet of muskmelon seeds and a 75 cent bag of fertilizer, one man's crop yielded 30 large muskmelons, which would have sold for 75 cents to \$1.50 each in the supermarket.

Gardening is one of the best investments a family can make in togetherness, recreation, wholesome food and health. While satisfying the creative urge "to make things grow," the farmer also gets moderate exercise in the fresh air.

The growing season is over for most of the 84 plots but a few will continue to produce into mid-winter or later. Vegetables which may be left in the garden until late winter include asparagus, horseradish, dandelion, kale, spinach, corn salad, endive, lettuce, parsley, water cress, Jerusalem artichoke, shallot and other greens. Greens, which are usually planted in late summer, dominate winter gardens.

The Army 'never promised you a rose garden', but how about a vegetable garden? Vint Hill Farms offers gardens to its personnel. Possibly other station members will soon be showing their "green thumbs", too.

**to this**





# The NSA/CSS Civilian Career Program and What it Will do for ASA People

*An interview with Mr. Charles Gott, USASA  
Civilian Personnel Officer*

**Hallmark:** To set the scene for our discussion, Mr. Gott, would you briefly give some background and rationale on the decision to place ASA civilian employees under the NSA/CSS career program instead of the competitive Civil Service (Army) program?

**Gott:** In July of 1971, we petitioned the US Civil Service Commission to permit ASA to convert from the Excepted to the Competitive Service. The CSC Commissioners were about to act on our request, when the office of Manpower and Reserve Affairs, DoD, learned of our action. They requested the CSC to put a 90 day hold on our request. It seems M&RA had some advance information regarding White House interest on the subject of improving the career programs in the Intelligence Community.

On November 5, 1971, the President released a memo dealing with the establishment of a viable career system for the intelligence agencies. The Central Security Service Plan approved by the Secretary of Defense, April 14, 1972, was the DoD response to the Presidential Memo. The policy and procedures implementing two intelligence career programs (Cryptologic and General) were contained in the new DoD Directive 5010.10, dated August 9, 1972. So much for the background.

The rationale can be found in the pre-emptive Presidential directive. To put the answers which follow in the proper perspective it will help, I think, to keep three points in mind: (1) The Presidential Memo, The CSS plan, and the DoD Directive leave us no alternative but to participate in the NSA/CSS Career System since it's "the only game in town"; (2) our old "in-house" career program was, in my opinion, ineffective for the most part in enhancing the careers of our civilians. As I see it, we are starting from ground zero, so whatever increased training, accelerated developmental assignments (details), and additional promotions result will represent a net gain over the small "closed circuit" career system we had previously; and (3) career development is the dual responsibility of management and the individual, and in the last analysis can only be defended in terms of an improved intelligence capability.

**Hallmark:** What are the major differences between the Army Career Program and the NSA/CSS Program?

**Gott:** Before answering may I voice a disclaimer or qualifier? I dislike sounding like the stereotyped cautious and evasive bureaucrat, but I have to point out that although my responses to your questions will be as candid as I am capable of being they will be based upon the facts available today. We (NSA and the Service Cryptologic Agencies) are still playing it by ear in many areas, so some policy changes and new directives will undoubtedly evolve.

Now to your question. All career systems share



similar assumptions and goals. All are designed to overcome one of management's biggest challenges, i.e., a continuing need for promotable, mobile people at the GS-12 and above. All represent a systematic attempt to integrate input, training, assignments, and promotions. All learning experiences in other words are pointed toward developing employees to their maximum capability, in consonance with mission requirements.

With over 300,000 civilian employees, the Army has more promotional opportunities than does the Cryptologic Community, i.e., more in actual numbers, more locations, and a greater variety of installations in terms of mission. Movement between career fields is much easier and much more common in NSA's system than DA's. Another important difference is that the NSA system uses the professional certification as the heart of the program. While DA subscribes to the same principle, NSA's career program is much more clear-cut and formal.

Under the NSA/CSS system, professional certification is a qualification for promotion to the grade of GS-13 and above. DA has no such requirement. ASA employees will have a grace period to earn their professional certificates. The grace period will begin when the Career Panels reissue the criteria for professionalization (with SCA representatives helping to determine the criteria). This is scheduled to be accomplished by January 1, 1974. After the criteria has been published, our civilians will have the following grace periods to become professionally certified.

GS-15	1 year
GS-14	2 years
GS-13	3 years
GS-12	4 years
GS-5 thru 11	5 years

Those not certified at the end of their respective grace periods will not be promoted within the cryptologic community if a GS-13 or above, and, in the cases of GS-12s and below, they will not go above a GS-12. On the balance, I prefer the NSA system because it clearly and unequivocally answers the question "where do I stand", and the panel "feedback" will provide training priorities and authority for developmental details. In other words, for those who are sufficiently capable and motivated, it gives central meaning and direction for all civilian personnel actions.

**Hallmark:** What tangible benefits can the younger ASA employee expect from this program now or in the next few years? Will this increase pay, benefits and opportunities?

**Gott:** If I were to pin-point that category of employees who seemingly stand to gain the most from the implementation of the NSA system in the SCA's

I would say it's a toss-up between the recently hired intern and the 25 to 40 year old journeyman (GS-9 through GS-12).

I only see one group that might be hurt—and by hurt I don't mean fired, demoted, or a loss of status—but possibly hurt from a standpoint of feeling left out and/or unappreciated. I refer to those employees who decide they do not wish to file a Professional Qualification Record or do not desire to be professionally recognized. Those individuals will have to accept the ramifications of their own decision which are: (1) for the GS-13s and above, they will go no higher, and (2) for the GS-12s and below, they will go no higher than a GS-12.

I recognize this is a very sensitive area. It is important that all of our employees understand that the Command Group, the DCSPER, and all of us in Civilian Personnel recognize that there are many legitimate and valid reasons why an employee may decide not to participate, i.e., near retirement, health reasons, reluctance to pull up roots, loyalty to ASA, satisfied with job and pay, etc. There is absolutely no stigma attached to a person's decision not to participate in the NSA/CSS Career System. He will still be regarded for what he is—a valuable asset to ASA who for private and personal reasons, which he need not share with us, has decided not to participate. We feel, however, we owe those individuals an explanation as to what their decision means.

**Hallmark:** There are obvious benefits for GS-13s and above, but what about those in Grades 7-12? Is anyone being grandfathered in? Why?

**Gott:** Grandfathering (Editor's note: Grandfathering—Automatic certification) applies only to GS-13's and above, and more specifically to those who were GS-13 or higher on March 1, 1968. Out of 136 GS-13s and above in the Agency, 97 are eligible for grandfathering; 74 certificates have been received so far. These ground rules were adopted because they are identical to those followed by NSA when the professionalization program began in the mid-60s. Twelve GS-12s and 13s have been certified through the evaluation of their PQRs. Those of us who have been involved in this extension of the NSA career system to the SCAs have concluded that the GS-7 through 12s will realize more benefits from the NSA/CSS Career System than the GS-13s and above, if for no other reason than the number of higher grades to which a GS-5 through 12 may reasonably aspire have been increased by a factor of 12 or 15.

**Hallmark:** How many ASA employees are in jobs not covered by career panels? What are they? What are the advantages of the NSA Career System for clerical and technician personnel?



*Gott:* I guess the key word in your question is "covered." Let us define "covered" as currently eligible to file a Professional Qualification Record with the appropriate NSA/CSS Career panel. Today we have 510 eligible professional positions, leaving 700 plus "uncovered." (As an aside, over 85% of those eligible have forwarded a PQR to the panels.) Those not "covered" are the Wage Grade (blue collar) jobs, and clerical-secretarial jobs. Nor are certain administrative assistant type jobs in the GS-5 through GS-11 range. The 510 eligible today are exactly the same 510 which would have been eligible for the DA Career Program had we gone under the competitive service.

Now to the major advantage of the NSA career system: The NSA occupational code and position classification system (which we are now using) clearly delineates three categories of white collar workers: (1) clerical, (2) technician, and (3) professionals. The significant point is that under the NSA system transition jobs can (and will) be established to permit the progression from clerical to technician, and from technician to professional. We're not talking wholesale or automatic movement here. We are envisioning a very competitive and very selective situation, i.e., the outstanding performers among our clerical workforce can reasonably aspire to become technicians and the best (say, 10 percent) of the technician group can logically work toward movement into the professional category.

In addition to performance and capacity for growth we will expect keen interest, high degree of motivation, and a willingness (strong desire) to profit from the training required.

Guidance for the clerical and technical workforce will be published early in the third quarter FY-74, i.e., we will spell out how clerical personnel can be identified as aspirants for technician ratings, and how technicians can attest to their interest in becoming professionals. The price to be paid will be laid on the line and the decision will be left squarely in the laps of the individuals. The DA system, in comparison, lacks clarity, specificity, and the mechanics for this type of mobility or career enrichment. This program incorporates the principles of upward mobility.

***Hallmark:* Are any new career fields (panels) to be established? What are they?**

*Gott:* There are 18 NSA/CSS Career Panels now: Cryptanalysis, Computer Systems, Communications Security, Language, Traffic Analysis, Signals Analysis, Signals Collection, Special Research, Telecommunications, Engineering and Physical Sciences, Mathematics, Personnel, Security, Logistics, Education and Training, Resources Management, Industrial Production, and Cryptologic Staff Officer.

The possibility of adding new Career Panels is under study and present coverage is being examined with a liberal view toward including those ASA jobs which are substantive career-type positions but are not now included. This relates to the previous question in that in addition to certain positions automatically covered, individual aspirants will be working toward inclusion while occupying positions outside the career structure. Aspirants careers

will be planned, including training, much like the professional employees.

***Hallmark:* Some NSA employees are certified in areas that don't seem to be related to their work, i.e., a visual information specialist certified by the Industrial Production Career Panel. What is the reason for this and is it a regular or unusual occurrence? Is this going to cause problems for ASA?**

*Gott:* I can't answer for NSA of course but I would assume the case mentioned involved a skill picked up early in a man's career. We in ASA are caught here between two somewhat conflicting objectives. In the first place we do not want our civilians collecting certificates for certificate's sake. Yet it is to both management's and our employee's benefit to have secondary and perhaps even tertiary professional qualifications to avoid unusable or obsolescent skills caused by radical mission changes, cut back in funds, etc. Common sense will have to prevail . . . we in civilian personnel will monitor this to preclude totally unrelated or excessive certification. Control of training resources and career planning will give us the opportunity to discourage the promiscuous collection of professional certificates.

***Hallmark:* Who is responsible for individual career programming and guidance once an employee has registered with a career panel? NSA? ASA? Civilian Personnel Office? The individual? Will the individual have a career advisor to consult, or will he have semi-annual or annual meetings with him to discuss progress?**

*Gott:* The responsibility for individual career programming and guidance resides in the career panel most appropriate to the individual's current occupation. Initially, the NSA Representative to ASA (assigned to civilian personnel) will interpret panel recommendations and guidance. However, twelve of the eighteen panels now have ASA personnel as full members. When these people have become sufficiently familiar with the NSA/CSS Career System, they will assume a major local role in career guidance. Consultation with the NSA Representative or the panel executive is afforded any time during an individual's career that he feels that guidance is needed. Finally, once we get rolling, progress toward professionalization will be a logical focal point for supervisory-employee performance evaluation discussions.

***Hallmark:* How many career panels have completed review of ASA employee Professional Qualification Records? When will the rest be completed?**

*Gott:* At this point, only the Education & Training Career Panel has completed review of all ASA registrants' credentials for certification by that panel. Sixteen additional panels are currently reviewing the PQR's of ASA registrants and panel feedback and requests for supplemental information has been occurring since mid-July. We expect most of this initial review process will be completed by November 1, 1973. The exception to this date is the Cryptologic Staff Officer Career Panel which has not completed work on their criteria for certification.





*At left, Mr. Joseph P. Burke, Director of Civilian Personnel, NSA, presents MG George A. Godding, CG USASA, with ASA's first 55 civilian Professionalization Certificates. At right, MG Godding presents Mr. Herbert S. Hovey, Jr., Deputy Chief of Staff, Research and Development, with his certificate.*



**Hallmark:** Explain the possibility for rotational assignments among the Service Cryptologic Agencies.

**Gott:** There are two ways an ASA civilian can be assigned to NSA: (1) transfer (become an NSA employee) or (2) detail. The latter is a rotational assignment which NSA officially calls their Civilian Developmental Assignment Program or CDAP. A person selected under CDAP remains an employee of ASA but will work for NSA or one of the other two SCAs to gain specific skills and knowledges to enhance his career potential. There will be nothing haphazard or chancy about these CDAPs. The need for rotational assignments, at least initially, will be supplied by the Career Panel feedback. Eventually, the need will also be identified in counseling sessions involving the employee, his supervisor, career coordinators, and CIVPER.

**Hallmark:** What criteria is used to send an individual to schools? Is it first come, first served? Who provides funds—DA or NSA? Will all who want and need training be able to get it?

**Gott:** Let me begin by differentiating between training, development, and education. As we in CIVPER use these terms, training refers to a learning experience required to produce or sharpen skills, knowledges, and abilities for *today's* job. (The legal and moral implications are obvious: The person is paid to perform the duties on his or her job description). Training, as defined here, then gets priority #1 for off the job schooling.

Development courses are in preparation for the *next* job. Educational experiences are for the *next after the next*, or even beyond. Second priority will be developmental learning experiences for those individuals registered with the NSA/CSS Career Panels including technician and professional aspirants and those participants in Upward Mobility Programs. It is important to emphasize here that resources will not be spent for second certifica-

tions ahead of those professionals working on their first certificate.

Priority #3 will be development for technicians aspiring to become professionals, and clerical personnel aspiring to become technicians. Educational experiences, including long term training, i.e., 120 days or more, will be used primarily for those already certified who have been identified by management and career coordinators as having marked executive potential.

These arbitrary labels may cause confusion. Maybe this will help: attending George Mason College, an educational institution, could either be training, development or education. The key: when will the new skills, knowledges, and attitudes most likely be used? As to the funding, it will be ASA money, not DA or NSA. It should be pointed out that there are no tuition charges for attendance at the National Cryptologic School.

The third part of your question is perhaps the most intriguing because the use of the phrase "want and need." Need will pretty much be established by the Career Panels. "Want" is only meaningful in a motivational sense, e.g., I "want" to pay the price for professionalization. Unfortunately the word "want" in a Federal training context has too often referred more to personal convenience or "nice to have" or "it sounds like fun." No longer. With all the training, development, and educational costs facing us, and with DoD money getting tighter and tighter, the casual approach to off the job training is out. On the positive side of the coin, however, when a Career Panel directs learning experiences required for professionalization it will be carried off as scheduled. So while "nice to have" training is out so is "I can't spare him."

**Hallmark:** How will employees not assigned to career panels acquire professional status?

**Gott:** There is no such thing as professionalization outside the NSA/CSS Career Panel System. Training for skills needed for the job one is currently on will receive the

highest priority as I have already indicated. However, supervisors are going to be required to sharply delineate between training, development, and education. We in CIVPER will closely monitor training requests to insure that they are not in fact developmental or educational experiences.

**Hallmark:** There is some feeling that employees outside the hard core mission related areas such as engineering, electronics, cryptology, etc., will not have equal opportunity for career advancement and education. What is your reaction to this?

**Gott:** There is no basis for this anxiety. Logisticians, resource management, ADP, and personnel panel feedback regarding training needs will be afforded the same priority for training as mission area or line personnel. To further illustrate our policy, if a resource management person has yet to receive his first professional certificate he will be given development priority over an Intelligence Research Specialist (already certified as a professional) attempting to earn a second certificate in Traffic Analysis or Cryptanalysis.

**Hallmark:** If an employee meets the criteria for professionalization, will he still have the same opportunities for training as the nonprofessional?

**Gott:** Yes indeed, he will receive developmental and educational type training to prepare him for executive level assignments if management identifies him or her as having the necessary potential and motivation.

**Hallmark:** How much inter-agency promotional activity do you expect in FY-74?

**Gott:** With budgeting cuts throughout DoD, apparently fewer opportunities will exist in all DoD activities each succeeding year. The Cryptologic Community will undoubtedly be required to take its fair share of the decrements. However, I don't see this as bad by any means. This could be viewed as giving us more preparation (or training time) before the real competition begins, i.e., we can overcome deficiencies in training, and we can begin implementing the panel's rotational assignment recommendations.

I cannot over emphasize that CIVPER's over-riding concern—perhaps obsession is a more apt term—is to get as many of our professionals certified as possible and to do this as quickly as possible. It would be unconscionable for us to allow any of our people to be denied a promotion because they were not professionally certified, if indeed the interest, the means, and the resources were available. We have the full support of the command group and the key military staff on this matter, and they share our sense of urgency.

**Hallmark:** Speaking of reductions in force, doesn't going under NSA's career system expose ASA civilians to double jeopardy, i.e., won't we be subject to both DA and NSA RIFs and be hit twice?

**Gott:** Absolutely not! ASA civilians will remain DA resources and will continue to be paid out of Army money.

NSA civilians being in a different agency are in a competitive area all their own. Of course, for RIF purposes, since we are a community, whenever one of the SCAs or NSA is in RIF trouble the other three are committed to assist in every way possible. But this is a moral and common sense thing; there is nothing legal or obligatory about it.

**Hallmark:** What options are open to ASA employees who have Competitive Civil Service career status?

**Gott:** Those individuals with personal competitive status never lose it. They are free to negotiate a transfer or promotion with any Federal Agency or continue to participate in their DA career program. We, of course, do not want to lose any of our people; however, the NSA Career System doesn't take anything away from them. We will be surveying those with personal competitive status in the next few weeks to determine if they wish to remain active in the DA Career System. If they do, we will require their supervisors to continue to complete the DA Career Appraisal (DD Form 1559) in addition to a standardized NSA/CSS performance evaluation system which we will introduce in the next few weeks for all our civilian employees.

**Hallmark:** Will ASA people hear about all job announcements? What will be the notification procedure?

**Gott:** Yes, all announcements will be distributed community-wide. Within ASA they will be circulated and posted as is currently done. It has been determined by the director of NSA and the three SCA commanders that all GS-13 vacancies and above *must* be advertised community-wide. Vacancies GS-12 and below may be advertised community-wide; it will be up to the agency involved. An important point here is that the word 'vacancy' is being used pretty much as the man on the street would use the term, i.e., a newly established job or one vacated due to transfer, retirement, or death. Obviously, management has the authority to cancel jobs when vacated; thereby taking an opportunity off the market, so to speak.

Under the NSA system positions upgraded as a result of position classification action, and which are encumbered, are *not* vacancies and will not be advertised. Similarly interns progressing to the target job (GS-11) will not have to compete to be promoted. In other words, an intern is hired for a GS-11 job; he or she will be promoted to the GS-11 noncompetitively based solely upon demonstrated ability to perform at the next higher level.

**Hallmark:** If there is a position open in NSA, what assurances do ASA employees have that they will be given the same opportunity for that job as an NSA employee, especially if NSA is overstrength in that particular area?

**Gott:** Vacancies will be announced and posted throughout the community. ASA procedures will be published in October or November. NSA CIVPER in coordination with the NSA/CSS Career Panels (on which ASA will

see NSA/CSS, page 20





# pass in review

A roundup of ASA news from Hallmark correspondents

## Okinawa

**FS Sobe**—Specialist 5 John T. Brown, Headquarters and Service Company, was recently selected as the US Army Japan Soldier of the Quarter for January to March, 1973, by a board convened at Camp Zama, Japan. To be eligible for competition at USARJ level, SP5 Brown was first selected by a Soldier of the Quarter board convened by the Commander, US Army Base Command Okinawa for the same time period. To be eligible there, he was first selected as Field Station, Sobe Soldier of the Month for March and Soldier of the Month for his company.

As a result of winning the competition at Camp Zama, Specialist Brown was awarded a \$100 savings bond, a certificate of honor and a three-day pass by Lieutenant General W. G. Colvin, Commander, US Army Japan.



SP5 John T. Brown, left, being greeted by CSM Howard F. Smith, as he returns to FS Sobe as USARJ Soldier of the Quarter. His wife, Lydia, and son look on. (Photo by SP5 Dave Glaser)

## Germany

**502d ASA Gp (Field Army)**—The men and women of the 502d have something to crow about: they have adopted a new unit insignia. Supporting US Army Europe and 7th Army with Electronic Warfare, Signal Intelligence and Signal Security, the Group continues to strive for a more professional support concept.

Having served valiantly through

WW II, the Korean Conflict and the Cold War of an earlier decade, the 502d ASA Group was reactivated in May, 1971. The new distinctive insignia is latent with symbolism for a unit which is proud of its heritage.



Oriental blue and silver are the colors used for ASA while the key is emblematic of authority and security. The double web and flashes represent the unit's concern for both overt and covert security communications. The flashes also denote clarity in operation and procedures, and allude to the unit's Signal lineage. Initially designated the 318th Signal Service Battalion, the unit participated in the Northern France, Rhineland and Central Europe Campaigns. WW II is represented by the fleur-de-lis and ermine spot. The scarlet scroll denotes the Meritorious Unit Commendation Streamer awarded the unit for services in the European Theater.

A group-wide motto contest was held to find an appropriate unit motto. The final selection was "Silently We Defend," submitted by Specialist 5 John T. Johnson, 326th ASA Co (OP). It was agreed this was the phrase best suited to a group who earn their glory without hurrahs.

## Virginia

**Arlington Hall Station**—Army Chief of Staff General Creighton Abrams visited ASA Headquarters July 10.

Major General George A. Godding,

commander USASA, invited the new Army Chief of Staff to ASA to be briefed on the Agency's overall mission, strategic deployment and technical advances.

GEN Abrams offered many comments of support to the Agency's performance and several times stressed the importance of ASA's support to the Army as a whole.

His visit ended with a brief motorcade through Arlington Hall Station.

## Maryland

**Ft. Meade**—Nearly every organization has at least one individual without whom nothing would function. In the case of the USASA Liaison Group, it is their indispensable secretary, Mrs. Delphine J. Anger, who received a well-deserved Outstanding Performance Commendation. This is the fifth award Mrs. Anger has received during the nine years she has been with the Group at NSA.

Mrs. Anger's association with ASA began some time ago, as the wife of Lieutenant Colonel Robert T. Anger (Ret), who is now with NSA as a civilian employee. The commendation and congratulations, were presented by Colonel Herman A. Conrad, Chief of the Liaison Group, along with the admonition, 'Okay, back to work, Del; don't let it go to your head.'



Mrs. Delphine J. Anger is all grin after accepting her fifth Outstanding Performance Commendation from COL Herman A. Conrad, Chief of the Liaison group at Ft. Meade, Md.



#### Golf

**7th RRFS, Ramasun, Thailand—** Ramasun's golf team has won the 1973 USARSUPTHAI Golf Championship. Winning individual honors were Tom Stacy, who took first place and Pat Maroney, (now ETS) who captured third place. The Ramasun team took the lead on opening day and never lost it. Samae San took second place in team honors. Members of Ramasun's sixth championship team in less than a year were: Tom Stacy, Warren Taylor, Carl Lupardus, Pat Maroney, and Randy Stewart.

#### Bull Running?

**7th RRFS, Ramasun, Thailand—** There exists in Thailand a rather unusual variation of the 100-yard dash. This variation or sport is known as Bull Running. (It should be noted immediately that the bulls gracefully retired from the sport many years ago.) The bull runner is now human and an athlete who is fast on his feet, and likes to show his prowess to his neighbors every now and then.

Bull Running usually takes place when the rice harvest is over and the ground is hard. Thailand sports fans clear the dried rice stalks from the stretches of paddy fields and lay out running tracks. At the end of the track they drive in a big stake with a groove in the back. When the big day comes the two runners are attached to each other with a length of rope which is passed through the groove.

The Bull Runner uses the rope to try to control his opponent. With the rope tied around his waist, he strains forward just before the race is to begin to try and tug his adversary off balance. He has to be careful not to be caught off balance himself and find himself flat on his face when the rope is cut to set the runners off.

The track is divided by a long rope to separate the lanes. At the end of the rope is a flag on a staff about knee high and the idea is to get there first and pick it up. In order to make

it a little more difficult, the flag staff is placed so that it slopes away from the runner.

#### Multi-Winners

**FS Korea—**Our ASA men in the Eighth US Army Command made a name for themselves in sports competition during the past year.

The top achievement was the HHC basketball team winning the Eight Army Company Level Championship in March of 1973, with a 24-0 record.

The softball team compiled a 17-1 record in local competition and was barely edged out for the US Army Korea Support Command Championship. The football team with a 20-3 record was also narrowly edged for the title.

Ellis Quarles advanced to the finals in the USARPAC boxing competition in the bantam weight class. Despite a



FS Korea basketballers in action.

fine performance, he lost the final decision.

Baylor Smith won top honors in the Eighth Army Cross Country Championship.

Dave Bewley and Don Everett competed in the Pro-Am Korean Open Golf Tournament and did well despite a lack of practice.

Finally Doug Lawrence was the Top Singles Bowler at Camp Humphreys for the 72-73 season.

#### Tutti-Fruity



**Det 4, Sinop, Turkey—**Legends of Casey and his bat don't hold a candle to this shot of mighty Mr. Carter Wilson.

SSG Harold Griffin hurled this blooper in a slow pitch softball game between Griffin's Attateam and Wilson's Comedians. The ball, actually a specially painted grapefruit, was ruled "foul."





Precision and training are essential USAAEW Co-ingredients.

## A Giant Step for Electronic Warfare

A unique experiment in Electronic Warfare has passed its initial trials in the great Southwest. The result—Army EW may never be the same.

The men of the United States Army Aviation Electronic Warfare Company (USAAEWCo) have labored over the past several years to implement and refine a highly sophisticated airborne EW system.

Under the project name CEFIRM Leader, the system was designed to provide the full spectrum of EW support. This versatile conglomeration could not, of course, fly right from the drawing boards into the Army inventory. Extensive research and development was essential. In anticipation of receiving and testing the system, the 2nd ASA Co. was formed in December, 1967.

Two years later, while work proceeded at Beech Aircraft and McDonnell Douglas, the 2nd ASA Co. was renamed the US Army Aviation EW Co. It is supervised by the Special Projects Division of USASA's Deputy Chief of Staff for Research and Development (DCSR&D).

Coinciding with the name change, the unit moved from Ft. Huachuca, Arizona, to its present home at Ft. Bliss, TX. This transition was facilitated by the leadership shown by the unit's first commander and first sergeant, Major John E. Feit, and Master Sergeant Forrest E. Butler. The company was assigned facilities under its Intraservice Support Agreement with the US Army Air Defense Center. Under the agreement, USAEWCo is a tenant unit temporarily located at Ft. Bliss.

USAAEWCo has its own motor pool and a large hangar facility. Flight

operations, aircraft maintenance and electronics/avionics maintenance are all located at the hangar. The hangar is also the home of the company's mammoth Operations and Electronic Maintenance Mobil Facility. Commonly called the operations and maintenance support complex, it consists of 21 interconnected shelters mounted on seven huge low-bed trailers. After the last components of the complex were delivered in April 1972, the unit had the capability of supporting the CEFIRM Leader system in a tactical environment.

Despite delays in delivery of CEFIRM Leader, including one caused by a three month strike at McDonnell Douglas in early 1972, morale in the company remained consistently high. To maintain their proficiency, a rigorous series of refresher training programs was initiated in 1971. These were conducted in conjunction with courses established specifically for USAAEWCo personnel at Beech Aircraft and McDonnell Douglas.

Upon receipt of the entire system in July 1972, the company intensified its training program. Five technical advisors were detailed to USAAEWCo from Radiation Incorporated, (an electronics firm). Operators spent many hours last fall familiarizing themselves with the intricacies of the new system; these were long, difficult hours both in flight and on the ground.

USAAEWCo personnel, intensively trained by McDonnell Douglas, returned to Ft. Bliss to share their expertise, accompanied by engineers from McDonnell Douglas.

Of what value is this system, with all the years of research and development, the countless man-hours of training, and the enormous investment in complex electronic gear?

To find the answer, USAAEWCo "trucked" to Ft. Huachuca in January of this year. From January through April, with the advice and direction of the USASA Test and Evaluation Center, at Ft. Huachuca, AZ, the unit conducted a 90-day Military Potential Test (MPT) of the CEFIRM Leader System. Operating out of vans and various ground control elements, the company logged over 640 hours of mission performing flight time. Tests were conducted under simulated battlefield conditions, both for conventional and guerrilla warfare environments.

The USAAEWCo will be working in field exercises with tactical units at Ft. Bliss and will be experimenting more extensively in operations against multi-site ground environments.

Major Thomas C. Rankin, Jr., the company's outgoing CO, was justifiably proud of the unit's accomplishments. Commenting on the system's future, he said, "As the Army's only comprehensive airborne EW package, the system has great potential. It can give the tactical commander an invaluable tool and a powerful weapon."

The new commander, Major Charles S. Simerly, looks forward to seeing CEFIRM Leader tested in a tactical environment. The USAAEW Company will be participating in field exercises at Ft. Campbell, KY in early December. Later, they will join hundreds of other Army men in Brave Shield and Gallant Hand training exercises. The system will also be used with Project Masster at Ft. Hood, TX.

have a member) will determine those candidates to be placed on the best qualified list. If your question implies what assurances are there for justice, fairness, objectivity, etc, I can point to no specific guarantees. For what it is worth, I am satisfied that we will have as many safeguards as we can build into the human decision making process and I am convinced NSA wants this career program to work, and work fairly. With respect to the last part of your question, only bona fide vacancies will be advertised, i.e., those for which there is a legitimate space, adequate funds, and the intention to fill.

**Hallmark:** Many ASA employees who received the NSA career program orientation briefing came away with the impression that many ASA jobs would be upgraded to meet NSA standards resulting in numerous individual promotions. Is this true?

**Gott:** Let me go the long way around the barn on this one. NSA is a higher headquarters than USASA, and just as DA jobs, for the most part, are one grade higher than their counterparts at DA major field commands, it seems logical to conclude that NSA can support (on organizational hierarchy alone) one full grade above us. I can't overemphasize the fact that we have only been in the business of applying the NSA classifications standards one week. However, my classifiers have completed training at NSA, and this, coupled with their expertise in the DA system permits me to offer this: application of the NSA standards will result in some upgrades, but to be responsive to your question—not a great many.

At this early juncture, and this has to be only a “gut feeling” until we have more experience, we expect upgrades in about one in five or one in six positions. If ranges would help, our best guess is that from 10 to 20 percent of ASA jobs will be upgraded. These percentages are not to be construed as organizational quotes; the percentage of employee upgrading we expect will vary considerably from element to element.

**Hallmark:** Will grades now depend solely on individual qualifications and performance rather than the level the position occupies in a particular organization? What implication does this have for the individual and how will it affect position classification procedures?

**Gott:** The grades of all positions converted to the NSA system will be the result of a factor point analysis. The six factors used are: (a) Supervision received, (b) Essential knowledge required, (c) Mental demands, (d) Personal work relationships, (e) Scope of authority and Effect of decisions, and (f) Supervision exercised. All of these factors are qualities of the position, not individual qualifications.

The factor point rating system can be applied fairly and objectively and at the same time hopefully will permit reflecting the specific qualities of the jobs to be evaluated. However, the new system will increase the need for and capability to design positions for career progression. Posi-

tion classification procedures will basically remain unchanged. The most significant difference perhaps is that the NSA System does allow for some exceptions to the traditional DA hierarchical pyramid, i.e., upgrading a Division Chief from a GS-14 to GS-15 will not necessarily mean that subordinate Branch Chiefs will be upgraded to a GS-14, nor will the reverse be impossible—a Branch Chief may be upgraded to a GS-14 without changing the Division Chief from his present GS-14.

Any of these exceptions will be based on specific organizational peculiarities and assigned duties and responsibilities. The extent to which these deviations have validity within ASA will not be known, however, for several months. The most important point is this: sound position management and prudent grade control will always be a responsibility of those of us charged with managing the public's business and spending the public's money.

**Hallmark:** What is the status of the current ASA civilian job audit and what is it intended to accomplish? How many jobs have been surveyed? How many have been upgraded? Have any been downgraded?

**Gott:** The cyclical position and pay management survey has been completed for 219 positions (3 organizations) representing 19 percent of the civilian positions in ASA. The NSA system was not applied to these organizations because training by NSA and transmittal of necessary manuals were not completed until early August. The intent of the survey is to permit a logical annual position review by organizational blocks.

The goal of viewing positions in this manner is to re-evaluate how the individual position fits into the organization, how it relates both vertically and horizontally to other positions in the organization, how the work flows to and from the specific position. This annual organizational review, gives the classifier an opportunity to review the grade worth of a position and gives the supervisor an opportunity to review the position structure of his organization. Because of the thoroughness of the review available through the survey vehicle, we in Civilian Personnel Management Division have decided to accomplish the conversion to the NSA system during the FY-74 survey schedule.

**Hallmark:** Will the conversion to the NSA occupational code system be accomplished only during the scheduled survey?

**Gott:** No, individual requests for personnel action (SF-52s) will be converted to the NSA system as they are routinely processed. However, that will be done only when positions have been significantly affected by major reorganizations, substantive changes in technology, important new mission assignments or the like. Even in these cases SF-52s will be returned if the cyclic audit is scheduled within 60 days. To be fair to all our employees, CIVPER will not accept a request for personnel action, just because someone wants to be “first in line” for NSA conversion.



*Would you like job satisfaction . . .  
a voice in your career development?*

## See What the OPMS has to offer

*Numerous queries to Headquarters, ASA, and the Department of the Army Personnel Center continue to be received on the new Personnel Management System. The following synopsis, furnished by the DA OPMS Task Group, will hopefully answer most of the questions asked by members of the Army Security Agency.*

The Officer Personnel Management System project which began in October, 1970, has grown into one of the most thorough examinations of the Army's officer corps and personnel management procedures since the Officer Personnel Act of 1947. The OPMS concept was approved by the Secretary of the Army in April 1972 for step-by-step implementation during the next several years.

OPMS is the Army's planned response:

- To demands for increased expertise based on Army needs.
- To changing attitudes toward specialization and job satisfaction.
- To needs to assure opportunity for advancement among officers serving in diverse specialties.
- To the increased challenges of troop command coupled with the declining command opportunities in the post-Vietnam Army.

OPMS has four principal objectives.

- To develop officers with the skills needed to meet Army requirements.
- To increase the professional competence of the officer corps through greater regard for concentrated assignment patterns.
- To provide greater career satisfaction by allowing an officer more voice in career development to do the jobs he does best, while insuring that the Army continues to have the variety of officers it needs to perform the many tasks involved in its missions.
- To provide greater career opportunity by offering multiple pathways for a successful career.

Through the OPMS, most officers

will be developed in two specialties, one primary and one alternate. Army requirements and the individual's preferences, aptitudes and qualifications will be major considerations in determining his specialties. Specialties have been designated for Colonels and will be designated for Lieutenant Colonels after the new professional development pamphlet is published.

The system will also revise the promotion procedures to emphasize the Army's need for officers of varying backgrounds and career patterns. Opportunities for advancement will depend more on an officer's successful performance in his particular development pattern and less on assignment to certain key positions.

The selection of designated commanders at brigade and battalion level has been centralized. Colonel command assignments are now being made for FY 1974 under this new system. Lieutenant Colonels will be brought under this system in FY 1975.

### Professional Development

To assure the Army develops the required number of officers with the required skills, a new framework for professional development has been established. This framework consists of the 47 OPMS Specialties. (Other specialties may be established later if the need exists.)

A specialty is a grouping of duty positions whose skill and job requirements are mutually supporting in the development of officers to successfully perform at the grade of colonel in the specialty. Each specialty contains suf-

ficient duty positions to support progression to the grade of Colonel.

A branch is a management grouping of officers who will be developed in designated specialties to meet Army requirements.

Under OPMS each officer enters a specialty at the time of commissioning. Certain specialties are designated as basic entry specialties in which newly commissioned officers may receive their initial development depending on their basic branch. During the company grade period the officer develops in his basic entry specialty which will initially be his primary specialty. Normally, an officer's alternate specialty will be designated prior to promotion to major. Assignments to increasingly responsible positions in both his primary and alternate specialty will develop the officer in each of his specialties.

Throughout his career, three factors will determine an officer's development and utilization pattern: (1) The needs of the Army. It would not be realistic to expect that all of the officer's assignments over a 30 year career could be confined to two specialties. Continuously changing Army requirements, among other factors, will require officers to serve outside their designated specialties from time to time. OPMS will pay attention to such assignments to insure they enhance an officer's ability to serve competently in different specialties or to serve in high level managerial positions which involve the integration of several specialties, (2) the officer's desires, and (3) his qualifications.

## OPMS SCHEDULE

Begin Assigning Colonel Troop Commanders .....	July 73
Publish Career Planning Pamphlet .....	3d Q FY 74
Begin Implementation for Lieutenant Colonels .....	4th Q FY 74
Complete Identification for Majors and Captains .....	1st Q FY 76
Convene LTC Command Selection Boards .....	2d Q FY 75

Aviation skills are required in many specialties. Under OPMS, aviation is considered an additional skill which complements specialty skills. Possessing these additional skills qualifies an officer for a broader range of assignments in his primary and/or alternate specialty. A specialty has not been established exclusively for Women's Army Corps officers. WAC officers are included in OPMS and will have primary and alternate specialties designated in the same manner as for male officers. They are eligible to participate in any of the OPMS specialties except Infantry, Armor and Field Artillery.

### Command Selection

Another element of OPMS is the Centralized Command Selection System. Major features of the selection system are:

- Department of the Army Command Selection Boards will select officers under separate lists and criteria as troop commanders, logistics commanders, and as district engineers.
- Separate boards will be convened for the combat arms, combat support arms, and logistics.
- The combat arms troop command selection board will select officers to fill aviation troop command positions. Qualified aviators will be considered for aviation troop commands in addition to branch troop command.
- The logistics command selection board will prepare two command lists—troop command and logistics command. Logistics commands include designated depots, arsenals and terminals.

- The combat support arms command selection board will prepare two lists—a troop command list and a district engineer list.

- Previously, officers desiring to command were restricted to two years consideration by the appropriate board. Now an officer retains eligibility as long as he remains in the grade of LTC for Battalion Level Command and COL for Brigade Level Command.

Commands are designated positions requirements within most of the 47 specialties established by OPMS. Command is not a specialty, i.e., there is no command track as once contemplated under OPMS. Instead, command positions have been included in the appropriate specialty, e.g., Infantry command positions in the Infantry specialty, logistics command positions in the appropriate logistics specialty and so forth. The Command Selection System determines which officers pursuing a specialty will serve in the command positions in the specialty.

The DA Command Selection System applies to specifically designated positions and does not embrace all lieutenant colonel and colonel command positions.

### Officer Promotion System

In order to support OPMS, the officer promotion system has been revised to include expanded board membership and modification in instructions to the boards.

Instructions will stress the importance of the different specialties in accomplishing the Army's mission, and will contain information of specialties in which there are shortfalls in meeting requirements. Selection

will continue to be prescribed in current statutes; that is, on a fair and equitable basis with selections based on ability and efficiency with due regard to seniority and age.

The best qualified officers of those in the zone of consideration will be selected for promotion. Instructions to promotion boards will stress the whole man concept with major emphasis on an officer's record of performance in his primary specialty, augmented by his performance in his alternate specialty, and finally considering his overall duty performance.

Board membership has been expanded from five to nine in order to provide for broader representation of specialties. Members are selected from related branches according to the number of officers in the promotion zone.

This revised promotion system is designed to recognize the need for diverse career patterns, and give visibility to career progression in all specialties.

### Phase Implementation

Phase Implementation of OPMS spanning several years will be required as officers progress within the overall management framework. Implementation for the grades of LTC and below will commence with the publication of the revised Professional Development Pamphlet during the third quarter of FY 74. As the initial step in this phased implementation, each officer will be canvassed concerning his specialty preferences.

The Officer Personnel Management System will emphasize development of officers to meet future Army requirements. At the same time, it will enable



an officer to have more control over his own career and encourage him to point himself towards assignments in

which he is best suited. OPMS does not change the basic principles of the officer's responsibility to do each job

to the best of his ability regardless of the type of job or the officer's specialty.

## OPMS Specialties

- \*Air Defense Artillery
- \*Armor
  - Atomic Energy
  - Automatic Data Processing
- \*Audio-Visual Instructional Technology
- Comptroller
- Education
- \*Engineer
- \*Field Artillery
  - Foreign Area Officer
- \*Infantry
  - Information
- \*Counterintelligence/HUMINT
- \*Cryptology
- \*Tactical/Strategic Intelligence
- \*Law Enforcement
  - Criminal Investigation
- \*Missile Materiel Management

- \*Munitions Materiel Management
- \*Tank/Ground Mobility Materiel Management
- \*Armament Materiel Management
- \*Aviation Materiel Management
- \*Construction and Marine Materiel Management
- \*POL Management
- \*Finance
- \*Combat Communications-Electronics
- \*Communications-Electronics Engineering
- \*Fixed Telecommunications Systems
- \*Food Management
- \*General Troop Support Materiel Management
- \*Communications-Electronics Materiel Management

- \*Chemical
- \*Highway and Rail Operations
- \*Marine and Terminal Operations
- \*Traffic Management
  - Maintenance Management
  - Transportation Management
  - Supply Management
  - Logistics Services Management
  - Procurement
  - Logistics Management
  - Operations and Force Development
- \*Personnel Administration
  - Personnel Management
- \*Club Management
  - Research and Development
  - Operations Research/Systems Analysis
- \*Basic entry specialties

## An Okinawan Revival

Here is a rusty dusty that ought to provide some pleasant memories for some "old timers" who see names they recognize; and perhaps a few snickers or snide remarks from the new guys who don't remember the "good old days." The "good old days" in this case, being Okinawa, circa '58-'60.

During that period (before time for the newbies), First Lieutenant Charles Schmidt was Processing OIC at the 3rd USASA FS, commonly known as "Sobe Camp" on Okinawa, with Staff Sergeant (E-5) Edward Blackadar as NCOIC. Section strength ranged between 40 and 45 men. Big deal, huh? Well the really unusual thing is that nearly half of that section is still serving in the Agency, either on active duty or in a civilian capacity.

Yes, there were civilians in those days, too. Mr. Willie Dinkins, Mr. Bruce Boyd and Mr. Harry Fagan worked with the section, contributing significantly to the social and operational functions. All three are still with ASA.

Several others who served in the section are still on active duty outside the Agency. SP5s Melvin Fanska, Wade Miller and Harold

Ireland married foreign nationals, so you know what.

On the humorous side, do any of these instances sound familiar? "The fellow who was taken to the new Camp Kue Hospital one night, treated for cuts and bruises and released; he promptly got lost and jumped the fence into the Armed Services Stockade. Right, he got caught trying to get back out. His former CO may recall that."

Or "the fellow (not a careerist but a prominent figure) who jumped from the second story window, landed on the sidewalk on his head, and after two weeks in the hospital was good as new."

Those days! Some of the more interesting tales are better left untold.

Our sincere apologies to any member of the section that may have been overlooked; after all it has been a few years. If you know of anyone omitted, let The Hallmark know. Get them on the elite list. At least one, SP5 Norman E. Smith, has retired (as a SP7) and is living in Fayetteville, N.C.

To LTC Schmidt and MSG Blackadar we say, you never had it so good.



CW2 Larry Eckard, then SP4, shows the times haven't changed that much.

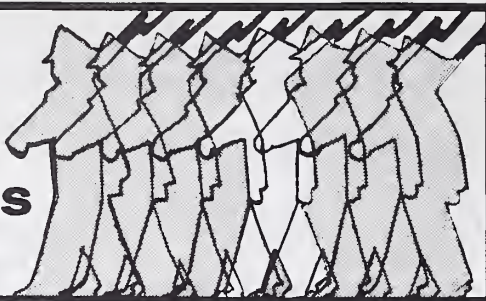
## Where are they now?

1LT Charles E. Schmidt, LTC, Unknown; SGT Edward E. Blackadar, MSG, Berlin; SP5 Stanley Piernick, MAJ, Ft. Meade; SP2 David Holder, CW3, Ft. Meade; SP4, Anthony Weiderle, CW3, Thailand; SP4 Gerry Sheneberger, CW2, Ft. Meade; SP5 Marvin Morrison, CW2, Ft. Meade; SP5 Larry Eckard, CW2, VHFS; SP5 Clarence Slusser, CW2, Ft. Meade; SP5 Jimmie Edwards, SFC, Ft. Meade; SP5 Robert Tomlinson, SFC, Ft. Meade; SP4 John Posz, SFC, Unknown; SP4 Charles Doughty, SFC, Ft. Meade; SP4 Don McLaughlin, SFC, Unknown; SP5 Jim Fagg, NSA CIV, Ft. Meade; SP5 Charlie Kingston, NSA CIV, Australia; SP5 Wayne Stram, NSA CIV, AHS; SP5 George I. Music, SFC, Unknown; SP3 Billy D. Davenport, SFC, Unknown; PFC Richard Filler, SFC, Unknown; SP5 Tom Brown, SFC, Ft. Bragg.

## THE

# Missed

## PERSONS BUREAU



Many outdoorsmen are looking forward to the fall hunting and fishing seasons. Before starting off on their "Fall Escapades," several ASA retirees wrote this month to keep HALLMARK readers up to date.

SFC **Gerald L. Keller** combines his fishing talent with hunting as a sales representative for Metropolitan Life Insurance Co. in Dallastown, PA.

CW2 **Roy L. Walker** of Long Beach, MS, writes that fishing and boating are new interests for him. Gardening continues to be a major hobby. Grow any whoppers this year, Roy? He is presently attending the University of Southern Mississippi, where he is majoring in elementary education.

CSM **Allen McLean** reports that he is busy with hunting, fishing and golfing in Woodbridge, VA. He writes that he and his wife miss "all of the great military people we have met."

The Fall pilgrimage back to school affects many retirees as they return to colleges and universities throughout the country.

Mrs. **Shirley D. Forrest** is working on her Ph.D. in mathematics. She is also spending lots of time with her grandchildren in Silver Spring, MD.

CW3 **Philip M. Carter** of Odenton, MD, plans to study advanced hairstyling in Pittsburg and Ontario, Canada. He also will be teaching hairstyling at Adelphi Beauty School which he opened two years ago in Odenton.

MSG **Donald F. Schaefer** is attending Lowell Technical School in Ayer, MA, where he is majoring in business administration with emphasis on data processing. His new career plans involve Wang Laboratories in Tewksbury, MA, where he is a quality control inspector for electronic finished products.

The hospitality field holds great

promise for MSG **Richard F. Bragg** of Greensboro, NC. He is currently pursuing the American Hotel and Motel Association's Educational Institute Program on Hotel and Motel Management. He plans to combine this with practical experience.

As Fall swiftly moves in, several ASA retirees are getting ready for winter by moving south to the Sunshine State.

Those enjoying basking in the Florida sun include MSG **David L. Baker** in Homestead and **John N. Murphy** in Venice. John plans to travel to the West Coast soon. A trip to Ireland is also in the works for him.

In Gainesville, SFC **Ray Harrell** is working on a degree in political science at the University of Florida, while SFC **George T. Varner**, formerly of Kagnev Station, plans to move to Florida in the near future. Daytona Beach is the site of MSG **Robert L. Short's** new career with Terminex International.

Miss **Mary Thompson** writes that bird watching is good in Bradenton, FL as the summer closes. She will join the National Audubon Society next month. Taking time out from her birds, Miss Thompson enjoys swimming, tennis, hiking and riding. She writes that she is really enjoying her retirement—every minute of it!

## Science & Medicine

### B-B-Q Hazard Report Issued

Safety officials have issued a warning report pointing out a potential serious hazard associated with the use of charcoal briquettes impregnated with fuel at the time of manufacture.

When using the fuel impregnated briquettes with a ventilated hibachi pot (closed lid), a serious accident and injury potential exists due to the existence of self-generating, flammable-explosive vapors, the report warns.

The timed test consisted of lighting the charcoal, allowing approximately five minutes burn off with the open lid, followed by closing the lid

for two minutes. When the lid was reopened, trapped vapors reignited, emitting a very large ball of flame.

Further burn-off was allowed for approximately two minutes. Then when the lid was reopened, an even larger ball of flame occurred.

Even with prior knowledge and preventive measures taken, (such as standing at the rear of the pot) singed arm hair was experienced by a member of the fire department team.

"The possibility exists that not only minor burns can be expected due to the use of the product, but the extreme heat might cause death due to inhalation," the report states. (AFPS)

### Cold "Shot" Works

The Walter Reed Institute of Research has developed a 45-cent cold "shot" that works. Taken in the form of an oral vaccine, it is hoped the medication will solve some of the respiratory disease problems of Army recruits and cut the Army's hospital bill.

There were more than 500,000 cases of acute respiratory disease among recruits between 1965 and 1970. Research officials say a recruit can be protected from the many adenovirus infections with the 45-cents-a-man vaccine. The savings are expected to be about \$10 million a year.



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## Voice of the Turtle

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*The following article, reprinted from the Indianhead, (2nd Infantry Division, Korea), discusses the involvement of respect and trust among interpersonal relationships.*

Three turtles were having chocolate sundaes. Just as they started to eat, it began to rain. The big turtle said to the little turtle, "You go back home and get the umbrella."

Turtle Little said, "I will, if you promise not to eat my sundae while I'm gone." And the other two promised they wouldn't.

Fifteen minutes later the big turtle said to the medium turtle, "Well, I guess he isn't coming back, so we might as well eat his sundae."

Just then a small voice was heard outside the door, "If you do, I won't go!"

Consider first the structure of the turtle world: big—medium—little. No matter what basis you choose—rank, money, power, good looks, education—here is a differential we all have to live with. Resent it, rage against it, narrow the gap, but the differential doesn't budge, and as long as we live, some will order others to "get the umbrella" and others will jump to fetch it. That's life and it will not go away.

Then think about the ice cream sundaes for a minute. How important they are! You may have three scoops of ice cream and I only one and we both may be satisfied, but I sure want to keep what's mine. A soldier wants from the deepest part of himself to keep "what's his." It could be self-respect, dignity, importance, a wife, a wallet, a family, a stereo set, a good reputation, a successful career . . . you name a few more. Strip a man of his "sundaes" and he's going to react—maybe even violently. Respect them, help him to keep them, and you've taken the first step toward building a relationship of trust.

That's the third point I'd like you to think about—TRUST. We trust a broker, a banker, a business partner, a buddy—to a degree. Whether our marriage lasts or limps depends on how well we learn to trust our mate. In our technologically zooming and spiritually fading world we have become so pragmatic that we don't dare take anyone at his word. We must have it in writing—notarized. The acid of cynicism eats away at us and we react, "I'd be a fool to go for somebody else's umbrella especially when they are so close to my ice cream sundae!"

Will it ever happen? Will people ever learn to trust?

Many of us do—to a degree. Many marriages do withstand tremendous pressures and tensions and stay strong; the husband doesn't worry about what the wife is doing 10,000 miles away; wife doesn't worry when her husband is off to another unaccompanied assignment to Korea. There ought to be an award of merit for them. Sound marriages, lasting friendships, unthreatened relationships between soldiers in a unit and officers on a staff and commanders can exist and should exist. If they did, the resulting atmosphere could bring a degree of satisfaction and efficiency which goes far beyond what dollars alone can achieve.

Where does it start? It starts with you—wherever you are in the turtle structure. It depends on the choices we make and the risks we are willing to take. An important point is, "How much have I invested and risked to build TRUST around me? Am I credible, or do I still talk with the voice of the turtle?"

*Chaplain (LTC) Whitfield M. McMillan*

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## Is This the Best I Can Do?

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*If the question "How can I become a better supervisor?" has entered your mind, the following points may be of value to you.*

- Be tough. Have the courage to correct, reprimand, or relieve a subordinate if he fails to follow a strict policy of high standards.
- Get out from behind your desk and see what's going on. Know your organization and people and leave your footprints throughout the organization. Let your people know you're interested in them and their problems, their working conditions and their welfare.
- Search out your problems. Don't inhibit your people by making them think that you don't like problems, and anyone who brings them to you is in trouble.
- Don't take things for granted. Don't assume that something has been fixed; take a look for yourself and get the facts. Be from Missouri, make 'em show you once in a while.
- Don't tolerate incompetence. When someone demonstrates that he's either too lazy or too disinterested, unwilling, or unable because of aptitude to get the job done, then you owe it to the Air Force to call his hand.
- Be honest. Don't quibble, but tell it like it is and insist that your people level with you in everything they say and do.

*Lt Gen Louis L. Wilson, USAF*

# Ideas and Opinions

*"The mind stretched by a new idea never returns to the same dimension."*

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